

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH

January 27, 2004

The "County Employee Pollworker Program" has been successful in addressing the pollworker shortage in Los Angeles County as the nation experiences a decline in pollworker volunteers. When the Board of Supervisors agreed to make the pilot program permanent July 31, 2001, it also made "service as a voluntary County Pollworker" a performance goal for all Management Appraisal and Performance Plan (MAPP) participants. The Chief Administrative Officer, Human Resources Director and Registrar-Recorder/County Clerk developed a plan whereby managers are allowed to fulfill their service as pollworkers by:

1. Serving as a County Pollworker/Roving Troubleshooter at an election, OR
2. Recruiting from departmental staff to serve as County pollworkers in each scheduled election. An average goal of 5% of departmental staff is recommended. OR
3. Serving as a Departmental Coordinator for pollworker recruitment.

Currently we have approximately 1800 County employees who have applied for pollworker positions in the March 2 Presidential Primary Election. Ideally the Registrar-Recorder would like to have each of the County's 4,571 voting precincts staffed with at least one County employee to help with the increasing elections complexities faced by pollworkers—a new way of voting with the InkaVote system, the "Modified Closed" Primary format allowing for crossover voting by nonpartisan voters, the Provisional Ballot, and now the implementation of the "Help America Vote Act of 2002" that requires identification for first-time voters.

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MOTION

MOLINA	_____
BURKE	_____
YAROSLAVSKY	_____
ANTONOVICH	_____
KNABE	_____

It is important to recognize the achievements of department heads and MAPP managers and further increase participation in the County Employee Pollworker Program while enhancing other pollworker recruitment efforts.

**I, THEREFORE, MOVE** that the Board of Supervisors:

1. Direct the Executive Officer to send a letter on behalf of the Board with a copy of this motion and the Registrar-Recorder's report on departmental participation in the October 7 and November 4, 2003 elections to each department head urging their increased efforts to loan departmental staff to the Registrar-Recorder in **all future elections** (particularly the **March 2** and **November 2, 2004** elections) in compliance with their MAPP goals.
2. Instruct each department head to establish a goal in their performance plan to increase over time the percentage of management and departmental employees participating in the County Employee Pollworker Program.
3. Instruct the Registrar-Recorder/County Clerk to immediately begin to collect and compile the following statistics after every election beginning in 2002:
  - a. The number of MAPP participants serving as County pollworkers/Roving Troubleshooters or serving as departmental coordinators and recruiting departmental staff to serve as County pollworkers.
  - b. The number of non-management employees serving as County pollworkers
  - c. The number of departmental employees who served in "hard-to-recruit" precincts.
  - d. The total number of departmental employees serving as pollworkers
  - e. The percentage of the total departmental workforce actually serving as pollworkers each election day.
4. Instruct the Registrar-Recorder to prepare this statistical report within 60 days following each election over a 3-year period and submit copies to each Supervisor, the CAO, and department heads.
5. Instruct department heads, the CAO and Supervisors' staffs to utilize this statistical report to determine if departmental percentages of County Pollworker Program participation are being increased over time as part of annual department head evaluations.

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6. Instruct the Registrar-Recorder/County Clerk to develop a recognition program to honor departments and MAPP managers with the highest employee participation levels and highest percentage increase over time of County Pollworkers Program participation.

**I, FURTHER, MOVE** that the Registrar-Recorder work with the CAO Public Affairs Division on the preparation of a 1-2 minute public service announcement to air before the weekly telecast of the Board of Supervisors' meetings on KLCS to promote recruiting volunteers in the County Employee Pollworker Program, Student Pollworker Program, Corporate Pollworker Program and other targeted pollworker groups 90 days before each election.

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MDA:leo  
Pollworkerrecruitment

Attachment